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Volume 4 Number 28 PUBLISHED WEEKLY IN TACOMA, WASH. 1325 South K St. MA 7-5597 July 11, 1974

# Group Home Gets Council Support

The City Council approved a special use permit Tuesday allowing the Model Cities Group Home for Boys to use the house at 1116 N. J. St. for their project.

Sherry Swain, director of Pierce County Homes for Youth the operating agency, told the council that the boys would not disrupt the neighborhood because of the well structured program tested in two other homes for delinquent and dependent youths. A social worker for Pierce County Homes for Youth told the council that each of the boys will be enrolled in school program while living in the house. The boys must also obey house rules, including curfew, and do assigned chores. House parents live with the boys at all times.

Councilman Dick Sonntag asked the staff of Pierce County Homes for Youth about the newspaper article which reported that a resident had three chances with drug abuse before being sent back to an institution. The staff said that the three uses referred to suspected uses by a boy. Any violation of laws involving drugs are reported to the police.

Neighbors to the proposed group home raised a number of objections to the council, including the house being too small, the location is too close to schools, and a general fear that property values will decrease.

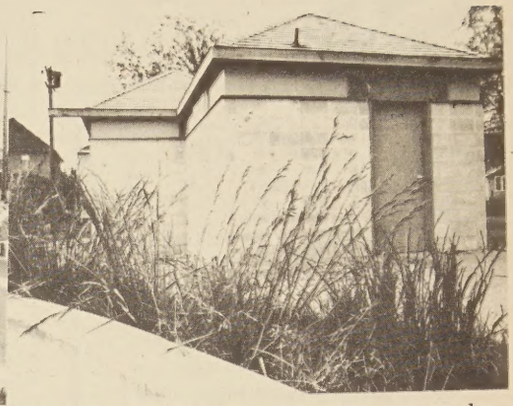
The staff of the project assured the neighbors that the house would be large enough with planned remodeling, that the boys would not be interested in grade school children at all, and that the group home would not bring deterioration to the neighborhood.

The council approved the Planning Commission's recommendation to grant the special use permit, but retained the right to review the activities of the home after a year to see if it has caused problems in the neighborhood. Pierce County Homes for Youth Director Sherry Swain told the council that she would be glad to have neighbors of the home on a committee to give advice on the operation of the group facility.

*Good judgment comes from experience. Experience comes from bad judgment.*

# Ferry Park Cleaned Up

NYC Students supervise activities at Ferry Park during the summer.



BEFORE the maintenance crew began its work, Ferry Park was full of litter and overgrown with grass.

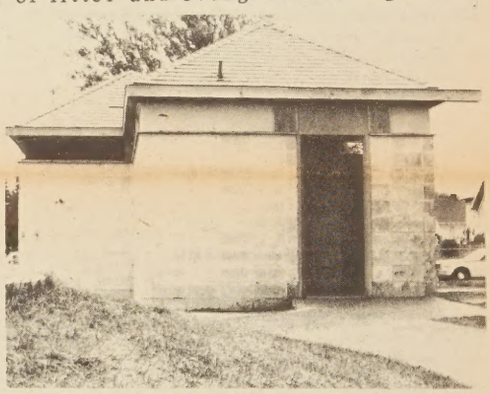
At the beginning of the summer, you may have noticed that Ferry Park was looking neglected and unkempt.

Grass was almost a foot high in places, litter was all over, and vandals had destroyed some of the facilities.

Thanks to the work of Harriet Williams, Model Cities community involvement specialist, the scene is changing at Ferry Park. She brought the problem to the attention of the Park Board, who is now responsible for the maintenance of the park. After several meetings, the problem was resolved and crews began the clean up work at the park.

The grass was mowed, litter was picked up, and debris left from the vandalism was removed. In addition to the clean up, the board has assigned Neighborhood Youth Corps workers to the park to supervise recreation activities and to control the restroom facilities.

Even though the problems at Ferry Park have improved, the vandalism is still a concern. Anyone seeing someone abusing the facilities at the park should report the incident to the police, the Metropolitan Park District, or Model Cities. The community cannot put the responsibility for maintaining the park completely upon city agencies.



AFTER the park was cleaned up.

# NOTICE

"The River Niger" has been held over at Black Arts/West, 3406 E. Union St. in Seattle, through July 28th. Curtain times are 8:00 p.m. Thurs., Fri., & Sat. and 7:00 p.m. on Sunday. Admission is: $4.00 - adults; $3.00 - students/senior citizens with I.D.; $1.00 - children under 12. Group rates are available/call 322-0211.

# New Director For Salvation Army

The Salvation Army Men's Social Service Center, located at 409 Puyallup Avenue in Tacoma, a unit of the organization that operates as a Rehabilitation Center for men has a new director in the person of Lieutenant Francis R. Ruml Sr.

Lieutenant Ruml and his wife, Esther, come to Tacoma after a three year tour with the Salvation Army in Anchorage, Alaska, where he was the Administrator of the Army's Booth Memorial Home.

Not a total stranger to Tacoma, Lt. Ruml was employed at SEA-TAC Shipyard, later known as Todd Pacific Shipyard, in 1943-44, prior to his commencing a 20 year Navy career. He cites many changes in the area over this long span of time.

However, he is quick to point out that people still have problems and in the here and now the operation of the Center takes precedence over nostalgic thoughts. The Center is a self-supporting operation in that it's entire program is financed by the sale of reconditioned merchandise that has been processed in its workshops.

The men on the program, who do this work, are known as "beneficiaries". Each has been admitted because of some particular problem which has made him unemployable in the community and which he seeks to overcome. An attempt is made to enable the men, some of whom are highly skilled, to attain the maximum of physical, mental, social, and spiritual development.

The work program is provided through the repair, renovation, sorting, grading and packing of household discards and waste material donated by the public. In addition to the rehabilitation program, the activities of the Center provide employment for 40 individuals. These consist of truck drivers, sales persons, office personnel, and supervisors.

The Center's activities are entirely supported by the public through it's donations of usable and repairable discarded articles. Expenses are met by the sale of processed articles through Thrift Stores and to consuming mills. The reclamation projects of the Center, in turn, make available to lower income people in the community, clothing, furniture, household appliances, etc., at prices they can afford to pay. Of interest to the general public, more discarded articles are needed to keep the program going. Donors may call MA7-8118 for the Salvation Army Red Shield to call at their home or place of business for discarded articles.

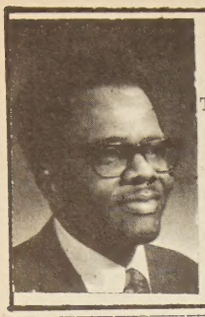
# Saturday Immunization Clinics Offered

"Get on Board for your Protection!"
A follow-up program to that offered in the schools this Spring, Tacoma-Pierce County Health Department, March of Dimes and School Nurse Volunteers will offer two special Saturday Immunization Clinics July 13th and August 24th from 9:00 a.m. to 4:00 p.m.

The clinics will be located in four fire departments throughout city and county: City-Station #5 at 12th and Cushman, County-Fife - 2015 54th Avenue East, Summit - 9813 128th Street East, Spanaway - 162nd and Park Ave.

Offered will be immunizations against Diphtheria, Tetanus, Polio, Measles, and Rubella. Immunizations are always available from private physicians, community health clinics. (Open to all persons over one year of age, bring immunization records with you. There is no charge.)

TACT IS THE art of building a fire under people without making their blood boil.



You are Invited to the St. John Baptist Church So. 20th & "J" St. Tacoma, Washington Services: 10 am, 11 am, & 7 pm. We offer Spiritual guidances and Family Counseling Rev. J. Andrew Boles, Sr., Pastor Office: 627-6171 Home: 564-5486

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5802 Puget Sound

6226 South Tacoma Tacoma, Washington

Res. GR 2-2048

Pastor Office GR2-1888

Pastor - Rev. J. Stinson

Sun. School 9:45 A.M. - Worship Service 11:00 A.M. Prayer Service Wednesday Night 7:00 P.M.

Eastside Baptist Church
Rev. & Mrs. M.C. Connally, Jr.

Pastor's Residence Phone BR2-6415
SUNDAY SCHOOL 9:50-10:55 A.M.
SUNDAY WORSHIP SERVICE 11:00-12 Noon

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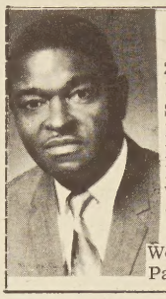
Sun. School/9:45am
Sun. worship/11 am
Wed. even./7:30 pm
Fri. YPC/7:30 pm
Rev. Mrs. E.E. Travis



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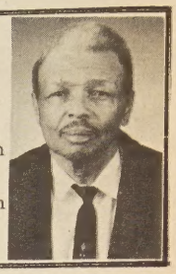
2302 So. Alaska St. Tacoma.
BR 2-8911 - office LO 4-2998
Sunday School 9:30 a.m.
Morning Worship 11 a.m.
BTU 5 p.m.
Evening Worship 7 p.m.
Weekdays prayer - Mission
Tues. 6:30 p.m.

We invite you to worship with us.
Pastor Rev. E.L. Horne, Sr.

## MILES MEMORIAL C.M.E. CHURCH

1601 S. "L" St., Tacoma
Sun. School 9:30am
Morn. Worship 11 am
Mid-week service 7:30pm
Wed. Prayer service
Rev. L. D. MOOREY



## SMITH TEMPLE

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Morning Worship..11:15am
Y.P.W.W.....6:00pm
Evening Worship..7:30pm
Mid-Week:
Tuesday-Friday..8:00pm

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## SHILOH BAPTIST CHURCH

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Morning Worship 11:00am
Baptist Training Union 6pm
Evening Worship 7:30pm
Midweek Prayer Mtg 8pm
Reverend E.S. Brazil
Church 272-4949
Res. 572-6299
1211 S. "I" Street

BETHELHEM BAPTIST CHURCH
1723 So. I Street
Sunday School 9:30 A.M.
Baptist Training Union 6:00P.M.
WORSHIP SERVICE
Worship Services 11:00 A.M.
7:30 P.M.
Office-272-3309
Home- 627-8721

REV. ROBERT DAVIS
Pastor

The Shiloh Baptist Church Youth Chorus will present the Martin Luther King Singers in full concert Sunday, July 14, 1974 at 3:00p.m. The public is cordially invited to attend, at 1211 South 'I' Street.

## *Meditation*

*I believe* that every right implies a responsibility; every opportunity, an obligation; every possession, a duty.

*A bargain is something you figure out a use for after you've bought it.*

## *News From From the Human Rights Commission*

Q--What is the city's Affirmative Action Plan?

A--The Plan itself consists of an analysis of the community indicating population, work-force, unemployment and other such data with comparisons for each minority group, men, women, and categories of jobs and wages. The plan compares this information on the community to the data on City employment. Each department and division has its workforce described in detail as to minority and women employees.

The plan then gives a projection of hiring in each department for the next four years (through 1976) by job category. Each department gives a projected yearly goal for those four years to indicate the minimum hiring of minorities and women expected. These are goals, not quotas. The overall projected goal to be reached by the City in minority employment for 1976 is 11% of the workforce. This roughly represents the City's minority population, but is only a minimum goal.

Q--This goal setting and statistical data has often been used in the past to simply confuse and perpetuate discrimination. What is this Affirmative Action Plan really all about and why is it necessary?

A--The data isn't meant to confuse. Instead, it serves as a guide to determine where we are and how far we are going to have to go. The Affirmative Action Plan is really the means to fulfilling a promise we have made. For quite a few years government and industry said, "We are an Equal Opportunity Employer" and then just sat back and did nothing to provide equal opportunity. The data on employment during this period reveals dramatically that opportunity for minorities and women was far from equal. The plan is an attempt to take affirmative action to eliminate roadblocks, maximize utilization, and to catch up in fulfilling that originally empty promise of equality--a promise is only as good as its keeping.

Q--All this goal-setting and talk about "catch-up" hiring...isn't that just "reverse discrimination?"

A--The City's workforce as of April 1, 1974, was made up of 80.9% white male employees. If this is "reverse discrimination" it certainly hasn't had much overall effect. Opening up opportunities to persons who were previously denied them does not constitute discrimination.

Q--When did this Affirmative Action Plan for the City start?

A--The plan was drafted after many months of work by the City and the community, and was approved by the City Council for implementation starting in August, 1973.

Q--How do you propose to overcome roadblocks?

A--Obviously, it will take a concerted effort on the part of everyone involved. The Human Relations Department has conducted the first in a series of workshop-conferences for city appointing authorities to bring about awareness of the problem and the gross error of stereotyping.

A recruitment committee composed of personnel from Human Relations Department, the Civil Service Board, and the City Personnel Office are meeting on a regular basis. This committee is exploring use of new media targetted for minority and women audiences for recruitment. Community groups are being contacted and encouraged to assist.

All steps of the selection process--job requirements, testing, interviewing, selection--will be subject to examination.

It may be some time before the plan can really deal with promotion and training. Our first objective must be to achieve a parity in employment in entry positions from open examination. The City utilizes open examination for most levels of positions. If minorities and women are appointed in such positions they will at least have the opportunity for advancement. We will also be seeking ways in which funds can be obtained for training of employees for the skills that lead to upward mobility and promotion.

All these policies and procedures take time. It is often difficult to pinpoint a problem and then develop a means to resolve it that will prove satisfactory to the Human Relations Commission, the minority community, the bargaining units, the Personnel Department, the Civil Service Board, the City Council, EEOC, the individual department, and the individuals concerned. The process is particularly slow to persons who have been the subject of discriminatory action for two hundred years or more.

More questions & Answers on page 3

## *Church News*

FROM THE PASTOR'S DESK:

The other day I was asked what is the most frustrating aspect of my ministry. After giving some thought to this question, I would say, aside from my own shortcomings, the most frustrating thing for me is to have dealings with church folks who refuse to become aware of the fact that the Christian faith can never be separated away from the Social & Political realities of life. Secondly, to have an encounter, as I have had, with those brothers who feel the need to color God & the Lord Jesus Christ Black in order to appreciate Blackness as an instrument of Divine purpose.

In the essence of my own Blackness, I affirm that God is neither Black or White. "God is Spirit and they that worship Him must worship Him in spirit and in truth."

Rev. R.H. Davis

EMMANUEL TEMPLE CHURCH OF GOD IN CHRIST SUMMER YOUTH CAMP

Emmanuel Temple Church of God in Christ, who's pastor is the State Bishop of Washington (Bishop R.E. Altheimer) will begin their Summer Youth Camp at Beautiful Fort Flaggler State Park near Port Townstead. This camp site is at the mouth of the Hoods Canal a really exciting spot.

This summer camp is designed for children that normally can't afford to go to camp because of the cost. YOU CAN go with Emmanuel Temple for the small price of $8.00. For $8.00 you will stay 5 nights and return on Saturday afternoon. This means You leave Emmanuel Temples parking lot Monday morning July 29 and return Aug. 3, Saturday afternoon. We will provide, transportation, food, lodging and much, much, more.

Parents, if you are interested please call these numbers: You must obtain applications. Day time - 572-7499; Evening - 475-6194. Childrens ages: 6-17.

CHRIST TEMPLE CHURCH YOUTH DEPARTMENT PRESENTS ITS ANNUAL YOUTH JUBILEE

July 19 & 20, Theme: "Jesus is the Answer". Scheduled for this year's event is an old-time Street Meeting, Singing, Bible Quizzes, Lectures, and old fashioned Pentecostal Preaching. EVERYONE IS INVITED!!! Evangelistic Services---7:30 p.m., Nightly. Saturday's Activities begin at 9:30 a.m., with Youth Registration. The Church is located at 1926 South G Street, Tacoma, Washington. Dist. Elder C.E. Montgomery, Pastor.

# Youth Helping For Summer

PECCA JONES (right) helps serve lunch at the Malcolm X Center. She is one of several students working in the Model Neighborhood this summer.

MICHAEL MILLER (standing in the center) helps get young people seated for lunch at the Malcolm X Center. Three youths have been working with Model Cities this summer.

Several young people are working in the Model Neighborhood this summer helping provide services to the community.

Pecca Jones and Michael Miller have been helping supervise activities at Malcolm X Center and have worked with the Model Cities citizen participation youth section. Carol Kinlow has been working as a receptionist and secretary for Model Cities during the summer.

The students are funded by the Neighborhood Youth Corps or the Summer Youth Employment Program.

# Progress Toward a Crime Free Life

PROGRESS HOUSE helps men returning from prison to find a new, crime-free life.

In Tacoma, as in other urban centers, crime and arrest rates are often highest in areas populated by minority groups. Constituting 6.8 per cent of the total population, blacks account for 12 per cent of all arrests, a sizable proportion of which were serious crimes, such as aggravated assault, rape, and robbery.

As a consequence, each year a sizable number of Model Neighborhood residents are incarcerated in penal institutions, while at the same time many are returning from institutions, while at the same time many are returning from institutions back into the community. The same conditions exist--unemployment, lack of education and training opportunities, lack of housing--which encourage criminal behavior and contribute to the high rate of return to prisons.

Most citizens do not know what is expected of correctional services. This lack of understanding has created confusion over whether corrections should be punishment oriented, rehabilitation oriented, or both, as well as bringing accusations that the system brutalizes offenders on the one hand, or that it is too easy on them on the other hand.

Rev. Leo Brown, Progress House director, realizes that conditions within many prisons achieve nothing but an increase in the number of men committing additional crimes. These conditions may result also in the loss of self-respect and human dignity and lead to increased sophistication in criminal behavior through contact with hardened offenders.

The Progress House has the advantage of helping the client cope with stressful situations under real life circumstances as opposed to the isolated and insulated atmosphere of closed institutions. If the client had difficulties with drug abuse, alcohol, or any other problem, the staff can immediately respond to problem situations as they develop on a day-to-day basis.

Even other forms of community based treatment, such as probation and parole, do not have the distinct advantage of close supervision and intensive treatment which is a part of the halfway house structure. If a resident does not get up for work in the morning, the Progress House staff knows it immediately. The probation and parole officer may find this out after the client has lost his job. If the client is abusing drugs or alcohol, the Progress House staff will know and be able to deal with these situations almost immediately. The probation and parole officer may find this out after the client has been arrested.

No matter what the situation, there does not seem to be any other form of supervision and treatment currently in existence which is as responsive to the client's needs. The staff is providing counseling for behavioral difficulties in obtaining employment and educational opportunities, and all other facets of readjustment. The Progress House has had approximately 170 residents go through the program thus far.

Progress House Association has now opened a facility for women as of March, 1974. The staff feel that the facilities permit the residents of both programs to live in his or her own community and maintain normal social relationships, while providing control, guidance, and access to rehabilitation resources and services, in a more efficient, economic, and more humane approach to the treatment of the offender. A considerable and impressive body of evidence has been accumulated indicating that corrections in the community are more effective in reducing recidivism (further crimes after release from prison) than more severe forms of punishment.

The Progress House has initiated a special focus in counseling, especially one-to-one and group therapy sessions. This has been especially helpful to the residents with drug or alcohol addiction problems.

One-to-one counseling is directed toward helping the men see the deviant characteristics in their attitudes and future objectives. It is also intended to motivate each resident toward various aspects of life in fields such as education, job finding, behavioral improvements, and productivity in society.

What will hopefully emerge from counseling is not an all purpose formula for these men, but a general approach to society's norms that is effective under a variety of specific circumstances. There are no patterned interviews; but each resident is special, and he is approached as someone special to Progress House. His capabilities and views are interwoven, through counseling, with what society expects of him to make him independently motivated toward better productivity and a crime free life.

**PATRONIZE OUR ADVERTISERS**

A JIM'S QUEEN - But it's only one of these big Jims who wins Diane Stanley, 19-year-old Philadelphia coed. She's the fiancee of Jim Brown, on the right who co-stars with Jim Kelly, on left, in "Three The Hard Way," the Allied Artists Production directed by Gordon Parks, Jr. and also co-starring Fred Williamson and Sheila Frazier and now showing across the country. Jim (Brown, that is) and his Diana plan to wed within the next three months, business commitments permitting. Photo was taken at premiere of "Three The Hard Way" in New York City.

## More Human Rights Commission Q & A

Q--What can the individual do to promote the goals of this plan?

A--Individuals make up the whole of this plan. There are a number of specific roles you can take. You can attend the Affirmative Action Advisory Committee meetings at the Public Utilities Training Room at 10:00 a.m. on the first Wednesday of every month, or the Human Relations Commission meetings at the Human Relations Department, Suite 303, 955 Tacoma Avenue South on the first and third Thursday of every month at 4:30 p.m. This gives you an opportunity to share your input and learn more about the program.

You can assist in recruitment by spreading the word that the city has an Affirmative Action Program. You can contact the City EEO Officer or Women's Rights Supervisor for a speech or workshop for your group or organization. Finally, if you can regard individuals as individuals--rather than as a member of some stereotyped group in a traditional role--you've come a long way towards living what equal opportunity is all about.

**********

This edition of the Human Relations Commission column was prepared in conjunction with David Goldberg, City Equal Employment Opportunity Officer. For questions about the City's Affirmative Action Program, call Dave at 593-4334.

If you have questions you want dealt with in this paper, send it to the Commission, 955 Tacoma Avenue S., Suite 304.

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"BRIDGING THE COMMUNICATION GAP"
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## Dear Tac Vac

by Ted Jefferson

Q-- I plan to sell the house I bought with a GI loan. Is there any way I can be protected if the new buyer does not make the required payments?
A--If the purchaser assumes your loan, you should make sure that you get a "release from liability" from VA. A release will be granted if your loan is current, the purchaser agrees to assume your liabilities, and the prospective buyer is a good credit risk with sufficient income to meet the GI loan mortgage payments. The VA office which guaranteed your loan will provide specific information.

Q--My daughter is eligible to attend school under the VA War Orphans and Widow's Educational Aid Program. She will enter college this fall at age 17, which we're told is one year below the minimum age needed to qualify. I wonder if there is any provision in the program for a case of this kind. This VA assistance is crucial to her plans, and she is counting on entering school in September.

A--Under VA regulations, the program is generally restricted to those between 18 and 26 years of age. However, if the student has graduated from high school, and the VA determines that it would be in his or her best interest to begin training immediately, the 18-year minimum age requirement may be waived.

Q--I am a federal employee and a Vietnam veteran. Could I attend the Graduate School of the U.S. Department of Agriculture and use my GI Bill education benefits?

A--The VA has ruled that the Agriculture Department Graduate School may be approved for veterans' benefit purposes.

Address all questions concerning veterans to: Tacoma Veterans Action Center, 1301 S. "K" St.

COMMUNITY MENTAL HEALTH CENTER
is
Someone who cares. A professionally trained staff to serve the community.
Adult Services: Structured Day Treatment Component; Out-Patient Family Counseling; Group Therapy.
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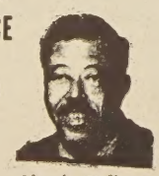
7 days/wk.-24 hr. Crisis Clinic 383-2042
Watch the FACTS News for future info.
Ina Rattenbury
Public Relations
Coordinator

WALKERS
EXXON SERVICE
ELECTRONIC SCOPE
TUNE-UPS



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## THE FACTS—COMMUNITY NEWS

## V.D. Clinic to Serve Puyallup Area

The Tacoma-Pierce County Health Department will open a Venereal Disease Clinic in cooperation with Good Samaritan Hospital in Puyallup starting July 8.

Clinical services, which until now have been offered only in the Public Health Clinic in the County-City Building in Tacoma, are being extended to meet the needs of the Puyallup area, according to health department officials. Although Good Samaritan is the first hospital in Pierce County to establish a V.D. clinic in connection with the health department, officials are hopeful that an extension of these services to other hospitals in the county will be possible in the near future.

The Puyallup clinic will offer the same diagnostic and treatment facilities as the Tacoma clinic, said Dr. Harlan P. McNutt, Director of Health. When a venereal infection is discovered, patients may elect to be treated by their personal physician or at the Venereal Disease Clinic. Effort will be made to locate contacts of infected persons. Those persons who have been identified as contacts of V.D. infection will be referred for interview by the V.D. investigator.

The Puyallup clinic will be open 8 a.m. to 11 p.m. Monday through Friday and 8 a.m. - 10 p.m., Saturday and Sunday. Services will be free to the public and all information and records will be confidential.

For further information, contact the Tacoma-Pierce County Health Department in Room 657, County-City Building or call 593-4063.

## Radical Women Holds Annual Conference

Radical Women announces its 1974 Annual Conference to be held July 20th at Freeway Hall. The theme of the day-long event is Socialist-Feminism: The Struggle to Build a National Working Class Women's Movement.

The Conference marks a time when Radical Women will bel changing officers and setting goals for the future. The morning presentation by outgoing President Guerry Hoddersen will evaluate Radical Women's political activities of the past year. Her "Review and Analysis of the Preceeding Year" and the scheduled discussion will cover issues critical to working class women such as childcare, affirmative action, union organizing, fighting police brutality, and others.

The afternoon session will begin at 1:30 p.m. Gloria Martin, a founding member of Radical Women, will speak on "Organizing As Socialist Feminists: Putting Theory Into Practice." In conjunction with her talk, Conference participants will role-play situation arising within the lesbian feminist, ethnic minority, and labor movements.

At 8:00 p.m. the evening program will commence with introduction of Radical Women's new officers. President Laura Teague will present an address on "Radical Women and the National Feminist Movement--Perspectives for the Coming Year."

All are invited to the party following the final Conference presentation Saturday evening.

Lunch and dinner will be available. The evening menu includes roast turkey and dressing, salad, vegetable and dessert.

Free childcare will be provided.

Registration will begin at 9:00 Saturday morning and can also be made in advance. Registration donation is $2 for the entire conference or $1 for any one of the three sessions. The requested donation is reduced for those who are unemployed or receiving welfare.

Further information may be obtained by calling 632-7449 or 323-3687.

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## Weyerhauser Sponsors Six Minority Students in Intern Program

Six minority students majoring in science from the University of Puget Sound are getting a first-hand look at what it's like to work for a major corporation this summer.

They're employed by the Weyerhaeuser Company in a special technical intern program and can be found at Longview, Centralia and Olympia, Wa., and Klamath Falls, Or., involved in projects ranging from field geology to fish farming and fuel analysis.

The special program, established this year by a group of Weyerhaeuser executives headed by Merrill Robison, senior vice president for the company, and UPS minority student advisers Robert Ford, assistant professor of education and urban studies, and Carolyn Patton, administrative assistant to the president, has a two fold purpose.

On one hand, Weyerhaeuser spokesmen say they have found it difficult to recruit minority employees in the natural science areas and are anxious for the company to branch out in this direction.

But the program provides real advantages for the university and its student participants as well. Each student has been placed in a position which closely matches his or her career aspirations and course of study at UPS; each is drawing a salary far above the normal scale for student summer employment; and each has an opportunity to work into a permanent position with the company.

According to Patton, UPS became involved in the project to "create a support system among minority natural science students in order that we might help them strengthen their academic abilities, increase their work experience and aid the university in recruiting other minority students."

Each student, she added, will be closely supervised and counseled throughout the summer by UPS administrators who will visit the interns at their job sites, and by a Weyerhaeuser research and development representative assigned to direct the summer program of each participant.

George McPheeters, Weyerhaeuser employment manager and coordinator of the company's end of the program, noted particular pleasure with the caliber of the students involved.

"We're moving into these kinds of affirmative action areas for the benefit of our company," he said. "We believe it is important to fulfill our obligations as citizens and as a major employer in the Northwest. But, more than that, we prefer to get involved now rather than simply responding to some federal regulation five years from now.

"Weyerhaeuser attempts to avoid hard-line recruiting, to find fully qualified minority and women employees through our own programs. This technical intern program with UPS is just one example, and we hope it will be one of the best."

Before participants complete their work assignments held during the summer, skills and knowledge obtained, impressions of the program and recommendations for improvement of the project for future years.

UPS students selected to participate in the technical intern program include Cheryl Bragg, daughter of Mr. and Mrs. Johnnie Bragg, Tacoma; Garret Chong, son of the Wilfred W. F. Chongs, Hawaii; and Lumi Hashimoto, daughter of Mr. and Mrs. Masayuki Hashimoto, Japan.

Others are Edna Johnson, daughter of Mr. and Mrs. Roy W. Johnson, Hawaii; Crystal Kanna, daughter of Dr. and Mrs. George Kanna, Hawaii; and Nelson Wong, whose parents are the Fred Wongs, Hawaii.

In addition to the technical intern program, Weyerhaeuser Company this year has provided support for the University of Puget Sound's CHANCE Scholarship Program and for acquisition books for the School of Law. The company also has aided UPS through the Independent Colleges of Washington and funded a matching grant with the American Revolution Bicentennial Commission for composition fo an American Symphony by university professor Leroy Ostransky.

A WOMAN who lived to be 103 years old promised her doctor she would remember him in her will. Sure enough, after the reading of the will, he found he had inherited an old-fashioned trunk. Opening it he discovered, carefully preserved, his neatly written prescriptions for the last 40 years.

## THE FACTS ENTERTAINMENT

### Boogie Down Tacoma

by Spencer L. Sears

Tacoma, Tacoma! I have been trying to keep you in the know as to what is going on. While you were shooting firecrackers and blowing up the sky, "LUV" and "Black Gold Unlimited" packed the Am Vets to the max. Instead of cheek-to-cheek, it was breath-to-breath.

On Saturday night "Che Che" had a heart-to-heart talk with Ramsey Lewis about making an appearance in Tacoma. It is up to you sisters and brothers if you want to be entertained by a master musician. If enough of you express an interest we will definitely work on it. Talk to me about it!

Sunday night, July 7, Northwest Entertainment Consultant Corporation put together a dynamic show featuring "Jonah's Whale" and "Che Che". But, check this out! A new group has been discovered and will be sweeping Tacoma off the Puget Sound. Wherever you see the name "Essence" be sure and make the scene.

Remember on August 4, Northwest Entertainment Consultant Corporation will be having the annual party for musicians and guests. For further information contact chairpersons, Billie Jones and Lady Dyanne Henderson of Henderson's Beauty Salon.

"Che Che" is working on an all-city dance at the Lincoln Bowl. I promised a street dance which will possibly be held at the Malcolm X Center. Also in the makings is a roller skate party at South Tacoma Skating Rink. You can bet more definite info will be laid on you!

"Tee McGee" and the "Rapid Pulsations" will be at the Caballeros Club July 12-14. "Funk Incorporated" will appear at the Esquire Club the same dates.

The "Miracles" will be appearing at the New Heritage House from July 9 through July 13. "Lou Rawls" will be at the Trojan Horse the same dates.

On July 11, "Jonah's Whale" will be departing for the Expo '74 in Spokane for a dynamite appearance. Bon Voyage!

For spiritual entertainment, the "Inspirational Seven", the voices of the "St. John, Martin Luther King Singers" and other spiritual groups of Tacoma will be enlightening your soul from time to time. The dates and places will be announced at a later date. KEEP READING THE FACTS AND STAY INFORMED.

## Education Grant Awarded to MDC

The Metropolitan Development Council received notification Monday morning of a grant award in the amount of $164,000 for the establishment of an Educational Opportunity and Resource Center.

According to Russell L. Agnew, project director, the center will serve as a catalyst between adult students of the community and all available educational resources within the community. It will be instrumental in making knowledge of educational resources accessible to all peoples of the total community. The center would primarily serve low-income adults who have experienced a variety of problems in their educational and vocational pursuits.

The one year grant, which was awarded by the Department of Health, Education and Welfare will be effective from July 1, 1974 through June 30, 1975. The center will offer resources for traditional as well as non-traditional college education and vocational education. It will also house a resource library. A large portion of the grant will be utilized for scholarships and child care assistance for low-income students.

MDC has been involved with education programs for the past two years through its Citizen Participation Enrichment Program (CPEP). A total of 92 low-income adult students have furthered their education through CPEP and many of those were instrumental in planning the grant proposal through a series of education workshops earlier this year.

Upon receipt of the grant award, J. Linsey Hinand, MDC Executive Director stated that the Educational Opportunity and Resource Center is one of three needs which MDC has identified in the community. The others are in the areas of manpower and economic development. Hinand said that "it will take the punch that all three programs would provide that would have an impact on poverty in the community." Hinand is convinced that the only way to help people out of poverty is to help them change one at a time, thus the focus of this project will be on individual low-income adults.

## Fantastic Black Facts

by Rose Marie Johnson

OUTSTANDING CONTRIBUTIONS OF BLACK WOMEN

Patricia R. Harris - Ambassador to Luxembourg, feels that personal security and freedom to debate are two basic needs of people. "A man starving to death is not going to be compassionate about other people's problems," she said.

Mrs. Harris looks upon her appointment by President Johnson in 1965, as Ambassador, as a great responsibility. Being the first black woman Ambassador from the United States, she is aware that she has become a symbol for young American blacks.

Patricia Roberts Harris was born in Matoon, Illinois. She received a B.S. from Howard University in Washington, D.C. She later did postgraduate work at the University of Chicago and American University in Washington. She received a doctorate in jurisprudence from George Washington University Law School.

Married to attorney William Beasley Harris, who accompanied her to Luxembourg, he says that nothing surpasses being married to an intelligent woman. They both play bridge and chess.

The year after graduation from Howard, she became program director of the YWCA in Chicago. Remaining in this position until 1949 she went to Washington as assistant director of the American Council on Human Rights. In 1953, she was named executive director of Delta Sigma Theta's National headquarters in Washington. Six years later, a research assistant at the George Washington University Law School; served as an attorney in the appeals and research section of the criminal division of the Justice Department. Next, she joined the faculty at Howard as Assistant Dean of Students and a lecturer in law. In 1963, she was appointed assistant professor and two years later, associate professor . Her rise in politics began when President John F. Kennedy appointed her co-chairperson of the National Women's Committee for Civil Rights. Later President Johnson named her to the Commission on the Status of Puerto Rico. She delivered one of the speeches seconding Johnson's nomination at the National Democratic Convention in Atlantic City in 1964.

Being first is not the only honor that Mrs. Harris has known. While at Law School she received the John Bell Larner prize for being at the top of her class. She was slso editor of the law review, and is a Phi Beta Kappa and president of the Kappa Mu honorary soceity. A member of the American and Federal Bar Association, Mrs. Harris belongs to many other other organizations.

continued next week.


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This home is priced to sell at $19,500. Buy now and be moved in; in time for school. Call:
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WESTMARK PROPERTIES INC.

THE Republican Town Committee in North Haven, Conn., recently mailed notices of failure to register to a number of residents, including Jason Brock of Ridge Road. Jason simply wagged his tail—he's the Brock family's dog.

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### WASHINGTON STATE DEPARTMENT OF HIGHWAYS
### Minority Contractors' Sub Bids are Requested on the Department of Highways Project Listed Below

Informational copies of plans are on file in the Central Contractors Association Office in Seattle, the Minority Contractors Association in Tacoma, the office of the County Engineer of the County in which the work is situated, the Chapter offices of the Associated General Contractors of America in Seattle, Spokane, Tacoma and Portland and the Offices of the District Engineers of the Department of Highways where they may be inspected.

Those contractors wishing to submit quotes on the project(s) listed below may do so directly through the prime contractor. Names and addresses of the prime contractors can be obtained by contacting the Department of Highways in Olympia, Washington or by calling (206)753-6004.

Sub-bids are requested on the following project:

1. THE PLAN FEE FOR THIS PROJECT IS $7.00. (Bid Opening July 24, 1974). BIDDERS ARE REQUIRED RO SOLICIT QUOTES FROM MINORITY CONTRACTORS PRIOR TO BID OPENING FOR THOSE BID ITEMS SPECIFIED IN THE SPECIAL PROVISIONS. Grading, Draining, Surfacing, Paving with Asphalt Concrete, Constructing 1 Prestressed Concrete Girder Bridge, Illumination, Signing, Guard Rail, Erosion Control, and Fence on .810 Mile of SR 512, MP 10.94 to MP 12.05 in Pierce County, PIONEER AVENUE INTERCHANGE TO JCT. SR 167, FA No. U-050-1(11).

(L-3070)
G. H. ANDREWS
Director of Highways

*A well-adjusted person is someone who can play golf as though it were only a game.*

# Food For Thought

by G. M. Batie

Here's "haute cuisine" that costs less than that perennial budget favorite — hamburger! Chicken Creole Crepes form a perfect partnership, delectably elegant yet economical. Just fold the sauced chicken into a lightly browned crepe, which is a thin pancake gone high brow, and serve.

Wherever or whenever they're served, crepes add excitement tc a menu with a gift of extra nutritive value, too. Made with enriched flour, the crepes contain the B-vitamins — thiamine, niacin and riboflavin, and the mineral, iron . . . all essential to good health.

**Chicken Creole Crepes**

1 dozen

1 cup enriched flour*
½ teaspoon salt
3 eggs, beaten
3 tablespoons butter, melted
1¼ cups milk
Butter
*Chicken Creole Filling*

Stir together flour and salt. Blend together eggs, butter and milk; add all at once to flour mixture, beating until smooth. Melt 1 level teaspoon additional butter in preheated 6-inch skillet for each crepe. Pour ¼ cup batter into pan, tilt and rotate pan quickly so batter covers bottom evenly. Cook over medium heat 1 to 2 minutes on each side. Stack and keep warm until all crepes are made. Freeze until ready for use or fill with *Chicken Creole Filling.*

*Chicken Creole Filling:*

½ cup chopped green pepper
¼ cup chopped onion
1 clove garlic, minced
3 tablespoons butter, melted
1 can (15 oz.) tomato sauce
¾ cup white wine
1 tablespoon chopped hot peppers or green chilies
1 teaspoon sugar
½ teaspoon thyme leaves, crushed
½ teaspoon oregano leaves, crushed
3 cups cooked diced chicken

Saute green pepper, onion and garlic in butter until soft. Add remaining ingredients, except chicken cubes, and simmer ½ hour. Add chicken, simmer 5 more minutes.

*Spoon flour into dry measuring cup; level. Do not scoop.

by Cliff Dabney

FORE! Tee & Turf golfers hit the links the past two weekends in fours and the golfing was great. At Brookdale last week, Slater had 86, Jenkins 110, Carrington 122, Terelle 99, Oscar 94, Giles 88, Dailey 83, Woody 88, Snapp 78, and Dabney 78. Dabney and Snapp had a real driving contest for 9 holes both shooting nice 78's but Snapp won the driving contest by at least 75 yards. Marian, Joyce, and Lucille enjoyed the scenery all day! I think they were out to pick strawberries. Its real nice to see the ladies out and we really miss Miss Alice who is off to California schooling for her up and coming Airline Stewardess profession. Lots of luck from all of us, Alice. Meeting nights are still held on the first Thursday of the month at 7:30 p.m. Our president is off for a week of golf and business in Yakima--we sort of took a little weight from his pockets over the weekend, have fun Herb. Get out and play this week, see you on the first tee!

# Minority Contractors - Pierce County Association At Work

Minority Contractors Pierce County continues its efforts on behalf of minority contractors. Activities include providing estimating, negotiating, and procurement assistance to obtain potentially profitable contracts for our contractors; as well as providing assistance after the contract is awarded. Member contractors and associates are participating on major projects throughout region ten. During the weeks to follow, you the reader will be given tax, management, marketing, money and manpower information. Also, member contractors will be spotlighted. For every dollar received by a minority contractor, sixty eight cents of the dollar remains in the minority community.

For information in selecting a competent contractor and repair estimations, dial 383-5053.

# THE FACTS—SPORTS SCENE

## Sports Record Book

by Brian Jaybush

## A Big Weekend

There were two big events in the sports world this past weekend, both involving lots of money, but one involving a lot more people than the other.

The one involving lots of people--hundreds if not thousands, to be somewhat exact-- was the World Cup Championships. ( You know, soccer--that's what the Seattle Sounders play that Seattleites are going crazy about). Every four years, the best teams in the world--one from each country that qualifies--get together and have a massive playoff. At the end of the playoff, one team is declared the champions of the soccer world.

This year the playoffs were held in West Germany. Who won? West Germany.

That's not to say that the host country always wins the championship;in fact, this is the only the fifth time it's ever happened. But the fact that West Germany was matched against Holland for the title game meant it was almost fore-ordained Germany would win.

You see, going back through the years, only five countries have won the World Cup. Ever. They are Uruguay, Italy, Brazil, England and West Germany. This despite the fact that dozens of countries have participated in the playoffs over the years(this year there were 16 teams in the running). So despite the fact that Holland went into the final game as the favorite, it was unlikely that any nation other than the "Big 5" would walk off with the Cup.

Holland figured they had a chance, because it was a brand new Cup--the original was retired in 1970 when Brazill won it for the third time. But the fates are with the winners--and so it was Deutschland Uber Alles by a score of 2 - 1.

Still, each team that competed received nearly $800,000. Not bad for kicking a ball around.

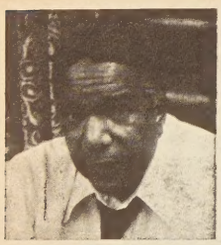
The fates were with the winners at Wimbledon, England, too. That's where the "happy couple" of Chris Evert and Jimmy Connors walked off with $ 42,500 in prize money for winning first place in the womens' and mens' singles events. That nice little bundle is something like a nice little nest egg--the two plan to pool paychecks by getting married in November.

In fact, that little bundle of cash brought their total winnings to around $300,000 between them-- which will presumably start them off pretty well when they set up house.

Maybe everthing isn't all sweetness and light, though Chris flew home from England alone Sunday night--Connors didn't even see her off at the airport. Reporters at the scene described her as " grim-faced". " As far as I know he's flying tomorrow", was all she would say about why her fiancee wasn't there, before telling the reporters to leave her alone.

Domestic row? Possibly. More likely, Chris is taking a cue from Billie Jean King, well known tennis player and womens'libber. Chris no doubt looked at her paycheck--$17,500 ---and then looked at Connors' ---$25, 000-- and said, "Why you....."

Love is nice, but money is money.



# . . . DOWN TO BUSINESS

**DR. BERKELEY G. BURRELL**
President, National Business League

## The Very Clear Picture of Inflation

*Inflation.* Inflation is that all too easily tossed around word which helps to determine whether or not you and I can buy food or pay rent.

The most recent reports from the U.S. Bureau of Labor and Statistics indicates that food prices may level off as early spring harvests arrive in the markets. Energy prices appear to be losing some of their upward surge and may be leveling off. Certain commodity prices are beginning to drop, yet they still remain significantly above last year's hghs.

All in all, things might *look* like the economy is "cooling off". Unfortunately, that just "ain't" the way it really is.

For over a year now, real retail sales have steadily declined as inflationary price rises have exceeded income growth.

The price to produce furniture and some other wholesale items has increased by 30 per cent but has not fully reached that point for the individual buyer. But because it hasn't come doesn't mean it won't.

The needs and demands on our money systems are far too great for us to slip under the wire as we back away from the repression. Where's the proof?

The economics of business enterprise is pressing hard for a sound price-cost relationship. Workers are demanding that their wages catch-up with the increase in the cost of purchasing just the essentials, not to mention those materials that provide pleasure and entertainment.

Union negotiators are insisting on automatic cost-of-living adjustments and options.

What this all sums up to is a giant minus sign. We are definitely minus the things most of us want. In many cases those things that we want and may in fact need, come awfully hard. With increasing frequency our people are totally without. Whatever happened to life, liberty and the pursuit of happiness. The average man today is having to work double time and triple time at the job of life, liberty and *survival.*

Highlighting this fact, a Black California paper carried the headline, "U. S. Economic Woes Could Breed Group Conflicts." The article quoted the President of the Rockefeller Foundation who warned that recent shifts in America's economic position, that have created disruptions in employment and lifestyles, could lead to major inter-group conflicts. Dr. John Knowles was further quoted as saying that ". . . as Americans we have passed suddenly from independence to interdependence, and from a boundless abundance of resources to the specter of chronic scarcity."

When we know and understand the American economic system and its points of power, we will begin to gain economic strength.

Black people are compelled to organize because power is never shared voluntarily by those in power. It is gained only because of a mutual respect of strengths.

Unity brings strength . . . unity builds institutions . . . unity is power.

We are beyond that point where we as a people *should*—Now we *must get down to the business* of forging the bonds that will bring the security we demand.

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# Bob Shorter Pushes For Implementation of Affirmative Action

What is affirmative action? If you ask Bob Shorter, you might get an hour's dissertation on the subject. He is an expert in the field . He is the Equal Employment Opportunity Officer for the Metropolitan Development Council.

He has been in the affirmative action business for four years. It all began in 1970 when he wrote a $2 million proposal for an Integrated Affirmative Action Grant which would have relocated equal employment officers within Region X who worked for federal, state and local compliant agencies. It would have made those officers responsible to the Department of Justice rather than to the agencies for which they worked.

There was rationale behind the proposal. At that time, affirmative action officers did not have the freedom or authority to police their own agencies, while at the same time they were monitoring other agencies to ensure equal employment. The request for the $2 million was denied; however, the proposal was modified and resubmitted as a $50,000 planning grant to the Department of Justice Community Service Department. It is still pending.

As a result of Shorter's extensive research for the planning grant, MDC administered its first affirmative action work program through the Manpower Economic Development Program. The purpose of the work program was to provide training and technical assistance in the area of affirmative action to prime sponsors, local governments and community agencies for a year.

In 1973, MDC developed the first affirmative action plan in Pierce County entitled Affirmative Action - Equal Employment Plan. The agency is now in the process of developing its second year action plan to be entitled Equal Opportunity Plan with Shorter having the responsibility for drafting and monitoring it. It will be disseminated nationally and locally.

According to Shorter, "the community at large has become more educated and responsive to equal opportunity laws as a result of MDC's role in equal opportunity."

In answer to the question, what is affirmative action, Shorter stated that it is "one specific management tool utilized by employers to address the issues of discrimination. In order to develop a good affirmative action plan, there must be an extensive effort in the areas of research and planning."

There is one major problem faced by agencies in enforcing an affirmative action plan. Shorter stated that "traditionally, equal employment officers nationally and locally have tended to be highly saturated with complaints and charges of discrimination and unfair practice. The limited manpower prevents equal employment officers working for federal agencies from being effective. The fact of accountability tends to dilute their efforts."

As an example of problems encountered, Shorter said that "if an equal employment officer is responsible for insuring equal opportunity for a specific organization and reports to the administrator of that organization, there is a tendency for the officer to be placed in a dependency role. If the supervisor or administrator has violated anti-discrimination laws or executive orders and the equal opportunity officer is responsible for investigating and monitoring the agency's compliance with equal opportunity laws and cites a finding of fact (probable cause), then it's quite difficult to resolve or conciliate the issue with the immediate administrator or supervisor."

Shorter continued by saying that "the reason it's difficult to resolve that dichotomy of conflict is because the accountability, responsibility and the ultimate decision to release or disclose the finding of fact rests with the administrator and not the equal employment officer. To go over the head of the administrator in order to rectify or disclose the violation in most cases will jeopardize the safety and security needs of that equal employment officer. He becomes a part of the problem. The dollar controls him."

There are solutions to the problem. Shorter stated that "in order to recognize that dichotomy of conflict (equal employment officers versus negligent administrators) and resolve the dependency role, the issue of accountability must be reexamined. In order to be effective equal employment officers must have clear lines of authority and freedom to operate and transact business independently. The vehicle used to create that independent and non-biased posture is the corporate decision making process defined as a board of trustees, board of directors or corporate officers."

It must be recognized, Shorter continued, "that organizational climate, theory and decisions originate at the policy level and not at the administrative level. Corporate officers establish policy and hire administrators to carry out the specific policies relative to the subject matter. In the case of the equal employment officer who found probable cause of discrimination by his supervisor, he had not exhausted all remedies by the mere fact of not having the option nor the authority to address the matter to the corporate officers. It was the prerogative of the administrator who reported to the corporate officers to determine what may or may not be brought to the policy level."

Shorter stated that this same conflict exists among federal agencies, state and local governments, private and non-profit organizations and business organizations. In recognition of the problems encountered, MDC has avoided the conflict of dependency by having its equal employment officer report to the corporate officers and not to the administrator.

In its second year action plan, MDC will not only deal with the issues of affirmative action but also those involved in the Equal Pay Act. Shorter and MDC will be challenging the Office of Economic Opportunity which has administrative guidelines and regulations in direct conflict with the Equal Pay Act.

# July 31 Final Date for Property Tax Exemption

Senior Citizens and persons retired from regular gainful employment because of physical disability with incomes of $6,000 or less are reminded by Pierce County Assessor, Ken Johnston, that they must file their application for property tax exemption on their residence by July 31 in order to qualify for a reduction in property taxes payable in 1975. The Legislature extended the normal filing date for 1974 applications through the month of July in order that the public might be fully informed on revisions made to the law in the A pril Special Session.

The Legislature in April expanded the exemption allowance for persons 62 years or older as of January 1, 1974 or retired due to physical disability as follows:

Those with incomes of $4,000 or less will receive an exemption of $5,000 from the valuation of their property when computing regular levies, plus a 100% exemption from excess levies; those with incomes of over $4,000 and up to $5,000 will be entitled to 100% exemption from excess levies; and those within the $5,001 to $6,000 income range will be granted a 50% exemption from excess levies. Income shall include that from all sources whatsoever of the person claiming the exemption and his or her spouse for the preceding calendar year; however, only two-thirds of social security benefits, federal civil service retirement, or railroad retirement shall be counted as income.

The applicant must be 62 years of age or disabled on or before January 1, 1974. Applicants must have resided in their own house or mobile home for two years or have resided there on January 1, 1974 and have been a resident of Washington State for three years.

Any person with a Senior Citizen Exemption who sells, transfers , or is displaced from their residence may transfer the exemption status to a replacement residence.

Ken Johnston stated, "We are working hard to see to it that all people who qualify for this tax relief get it. Too many people are being forced to sell property because they cannot afford the property taxes."

"Because of recent legislative changes, it is necessary for the Assissor's Office to know the exact income of applicants between $4,000 and $6,000. We are sending out letters this week to people who have already made application in 1974. We hope seniors and disabled persons will bear with us in this additional work and red tape," Johnston concluded.

Watch THE FACTS NEWSPAPER for further information on Property Tax and its effect on County and Government.

WHO KNOWS where an impulse will lead? Dr. Thomas Welch started making grape juice in his kitchen because he didn't want to drink wine, and Welch's grape juice was born. Elliot Handler started turning out doll furniture in a garage in his spare time, and went on to become head of Mattel, the largest toy company in the world. Margaret Rudkin decided to satisfy a neighbor's craving for really good bread by baking some in an old stove found in her attic, and Pepperidge Farm was on its way!


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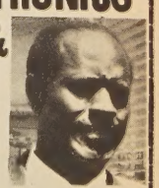
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